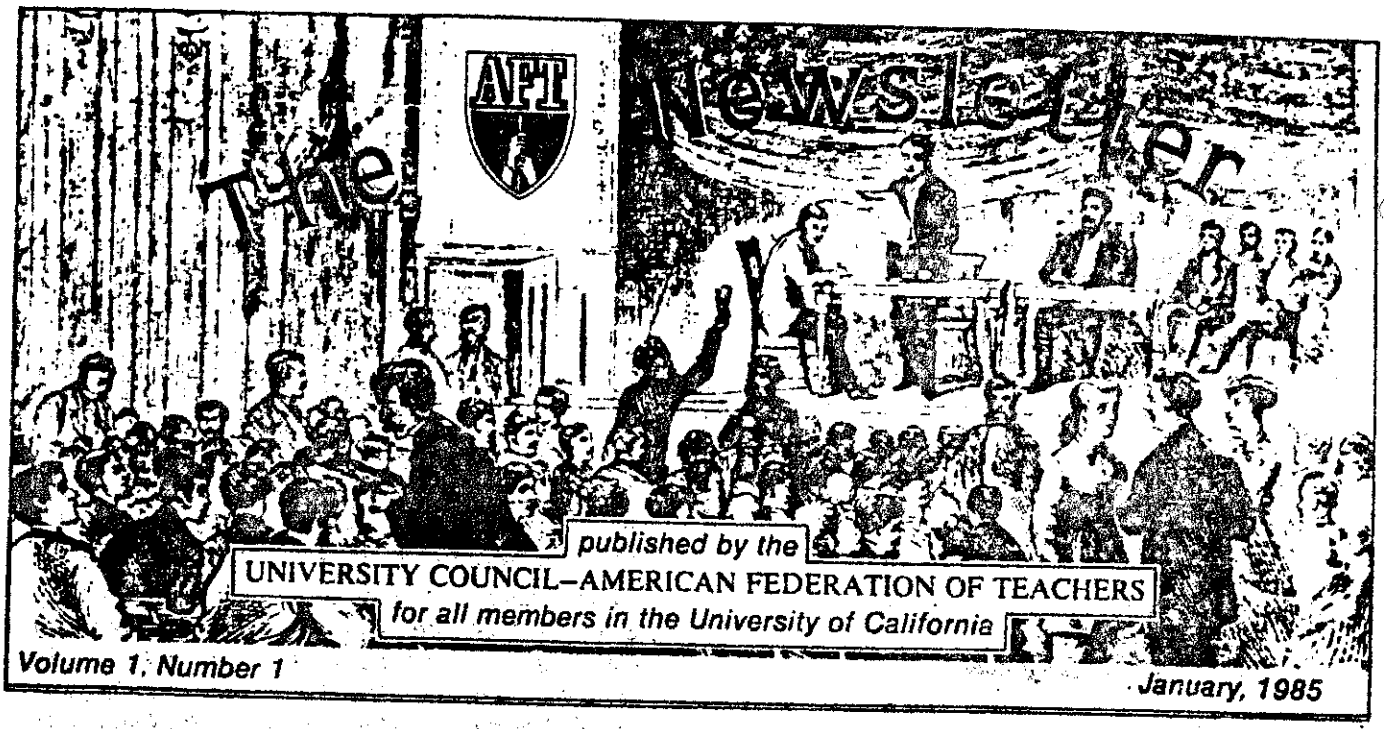


HD 6350 C63 U581 v.1

Volume 1, Number 1 January, 1985

The Newsletter

Beginning with this issue we will be bringing out a periodic members' newsletter to keep you informed about developments concerning University Council-AFT. So much has been happening in recent months that we can no longer rely solely on occasional letters from the Council President. In addition to bringing you news of collective bargaining and related issues in the University of California, we would appreciate hearing from you--our members. If you have stories of interest, or want to respond to issues raised here, please write to Tom Dublin, Department of History, UC, San Diego, La Jolla, CA 92093, who is our Southern Vice President and will serve as newsletter editor.

What is the University Council?

Since so many members of UC-AFT have recently joined the union it may be useful to explain briefly the structure of our union. The University Council is a statewide council representing locals of the American Federation of Teachers at each of the UC campuses. When you join UC-AFT you are in fact joining a particular local at your campus. These locals, in turn, have banded together into the University Council to represent members in systemwide matters. The University Council meets periodically, alternately in northern and southern California to conduct its business. The council consists of representatives of each local, the number of which is determined by the size of each local's current membership. Annually the council elects an executive committee to conduct council business between meetings. The council takes responsibility for setting priorities among issues, approving a budget drawn up by the President, and overseeing petition campaigns, bargaining, legal cases, and other statewide matters.

Membership in UC-AFT is open to all UC academics and professional employees. Currently, the Council represents or seeks to represent bargaining units for Senate members, non-Senate faculty, librarians, and research academics. Some of the council activities focus on a separate unit--as in petition campaigns, representation elections, or collective bargaining--but our structure is primarily one of locals bringing together members at each campus and of a statewide council coordinating the activities and interests of all members. Our strength results from this unity of diverse groups.

What's Happening?

The University Council is active on a variety of fronts simultaneously. First, we have had negotiating teams meeting with systemwide representatives discussing contracts for librarians and non-Senate faculty. This summer librarians ratified their first contract ever. It brought them recognition as academic professionals, pay increases equal to those of Senate members, the establishment of a Librarians' Association (LAUC) with power to address issues of professional concern, and funding for librarians' research. The Council in conjunction with the University Federation of Librarians will soon designate a bargaining team from among those chosen by librarians at each campus to negotiate the range adjustment and any changes in the current contract that would take effect next July 1. Non-Senate faculty signed off on the 1984/85 range adjustment this summer and are continuing to discuss other contract areas. Especial interest focuses on course loads and job security. Having succeeded last year in rescinding a systemwide four-year rule limiting the length of time a lecturer or visiting lecturer could teach in the UC system, negotiators are determined to make gains in this area as well. Among recent developments our negotiators are

(cont. on page 2)

UNIVERSITY COUNCIL-AFT
STATEWIDE OFFICE
615 Central
San Francisco, CA 94117
(415) 929-1948

UC Berkeley Librarians,
AFT Local 1795
Bill Whitsun, Moffitt Library

UC Berkeley,
AFT Local 1474
Nancy Elnor, 929-1948

UC Riverside,
AFT Local 1966
Edna Bonacich, Sociology

UC Irvine,
AFT Local 2226
Joel Westman, Mathematics

UC San Diego,
AFT Local 2034
Fred Lonidier, Visual Arts

UC Santa Barbara,
AFT Local 2141
Laura Nanna, Library

UC Santa Cruz,
AFT Local 2199
Frank Ramirez
Stevenson College

UC Davis,
AFT Local 2023
Jack Milton, Mathematics

UCLA,
AFT Local 1990
Geoffrey Symcox, History

STATEWIDE OFFICERS, UC-AFT

Nancy Elnor (Berk), President
Jack Milton (Davis), Northern Vice President
Tom Dublin (S.D.), Southern Vice President
Frank Ramirez (S.C.), Treasurer
Miki Goral (L.A.), Secretary

(cont. from page 1)

seeking to protect unit members from proposed increases in parking fees at several campuses and have placed on the table a recent UC San Diego proposal that would contract out to a local community college the teaching of courses needed to meet the systemwide Subject A requirement. Negotiations are proceeding slowly and as we are bargaining we are working to build our membership base at each campus. We anticipate meetings at each campus during the winter quarter to explain more fully developments at the bargaining table.

For Senate members an area of continuing concern has been the issue of faculty displacement. You may recall that we protested vigorously a year and a half ago when the systemwide administration unveiled plans to implement a new set of guidelines concerning what they described as "faculty displacement." What they had in fact done was offered a not-so-subtle way of undermining tenure under the guise of programmatic displacement. The University has backed off those proposed guidelines, but at Riverside this year the administration has been considering plans that would significantly restructure the Economics Department and that threaten the integrity of existing programs and the academic freedom of members of that Department. Several Riverside members of UC-AFT have been fighting the proposals and we at the Council level have lent support and are watching the issue closely. Here's a good example of the need for statewide watchdog efforts and for the kind of support our statewide council can lend to local efforts. Needless to say, precedents set at one campus can come back to haunt the rest of us.

A legal issue of equal importance has been that of open files. Six years ago, due largely to our efforts, the state legislature passed an "Open Files" bill that permitted UC employees access to the full text of material in their personnel files. When UC

(cont. on page 3)

About our Masthead

The illustration in our masthead is taken from a lithograph of a meeting of the National Labor Union held in Philadelphia in 1869. About 150 delegates from a variety of national unions and state and local federations attended, including pioneer suffragist Susan B. Anthony who represented the Working Women's Protective Association. The chief issue of the day was achievement of an eight-hour working day.

(cont. from page 2)

faculty tried to gain the access to confidential letters secured in the review process, the University responded that as an independent agency they were not covered by the legislation. Initial appeals favored the University's interpretation, but UC-AFT has continued efforts to build a case that might reverse earlier rulings. We will submit a brief later this academic year and have a committee working with lawyers on this case. Faculty with an interest in this issue or with relevant experiences that might be helpful in framing the case should contact either Jack Milton, Mathematics Department, UC, Davis, or Joel Westman, Mathematics, UC, Irvine.

Our remaining major area of activity is that of organizing. This past spring the State Public Employment Relations Board (PERB) designated research academics as a distinct unit for purposes of collective bargaining. Armed with a list of employees within this new unit, this past summer organizers for UC-AFT traveled around the state and volunteers at many of the campuses sought signatures on a petition calling for a collective bargaining election. We are not entirely sure as to the size of the unit--the University's list included many Senate members on leave from teaching while working on research grants, for instance--but filed our petitions in the late summer hoping to get a better sense of where we stood in this process. We are currently checking a new list of unit members submitted by the University to the PERB we should soon know where we stand and will work to secure the remaining signatures to trigger an election. Our national affiliate, the American Federation of Teachers, has been extremely supportive in this area and is underwriting the bulk of the expenses in this area. If we can trigger an election and win the unit we will have succeeded in three of the four academic units within the UC system. Only the Academic Senate would remain and we would have additional momentum as we work on our remaining colleagues.

Advisory Ballot on Dues

Enclosed with this newsletter is a letter concerning a possible increase in dues that the University Council is sending to all members. We need your input as we think out these issues. As the Council wins elections and becomes the exclusive representative of UC employees in particular units our responsibilities expand. We are living with a dues structure that predates collective bargaining and a proposal has been made to slightly increase dues for those members in units with exclusive representation-- at this time, librarians and non-Senate instructional faculty. Please complete the advisory ballot and return it in the enclosed envelope so that we may have a better sense of your opinions before we act on this issue. Thanks for your interest and assistance.

SIGN UP A NEW MEMBER THIS MONTH

At our December 1 meeting of the University Council we voted to launch a new membership campaign, hoping to increase our ranks as we move ahead with our bargaining and organizing activities. Below you will notice a membership application form. Please contact three or four colleagues this month and see if you can enroll one new member. Have him or her complete the enclosed form and return it to your local contact person noted on page two of this newsletter. New members will provide us the support we need in terms of both numbers and financial resources to make our case heard in the bargaining process. We need your help now. Please take the time to see what you can do.

MEMBERSHIP APPLICATION

Please complete the form below and return it to the local representative of UC-AFT noted on page two. He or she will assist you in setting up whichever dues option you choose, monthly payroll deduction or direct payment.

Name _____ Campus _____
Dept. _____ Job Title _____
Home address _____ City _____ Zip _____
Campus phone _____ Home phone _____ Date _____
Signature _____

You can have your dues deducted automatically from your paycheck on a monthly basis or you can be billed at your home address. Please check your preference.

_____ Payroll deduction
_____ Direct billing

UC-AFT dues are 3/4 of 1 percent of monthly gross salary. Union dues are tax deductible.